YOU ARE GOOD ENOUGH!
EMBRACING WHO YOU REALLY ARE.

KARL LAROWE
RAVI VIG

Straits Times Press
We would like to dedicate this book to all of the brave souls who responded to our survey at stressofsuccess.com and to those who have contributed towards the realisation of this book through all other channels. It is your courage and honesty that has fuelled our drive and commitment to deliver on what you shared with us; what is truly important in life is knowing and accepting who we really are and sharing that with the ones we love.

To my dearest Lean, my wife, my partner and the best spellchecker a writer could ever hope for. Your steady encouragement and unwavering support is what made this book possible.

To my good friend and co-author Ravi, you have been the steady light in the night even when mine faded. You believed in this book and you believed in me, and for that I thank you.

Karl LaRowe

To my parents for always walking the Enoughness talk. To my lovely wife Sonia, son Mehul and daughter Muskaan, for all the encouragement and for helping me realise and believe in “good enough” me.

To my dearest friend and co-author Karl, for helping me truly understand and experience my authentic self. Without you, the book would have had much less substance and depth, and my journey leading to the book would not have been the same.

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Dedications

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Ravi Vig
To all the professionals, parents, students, academics, coaches and health practitioners, this is your book! *You Are Good Enough!* is written from the perspective of a successful business leader and an experienced mental health professional to provide a holistic, integrated and a practical solution to one of the most vital and central issues today: how to be successful while remaining true to who we really are.

We didn’t write this book to sell you a slick “new age” slogan or to massage your ego into believing all you need to do to have the “perfect life” is to buy our programme or attend our seminars. It was written from honestly examining our own lives and applying the same insights and strategies we learnt to make changes within ourselves and are now sharing with you to help you make the changes you want and need in your life.

We, the authors of this book, are from different generations, come from different professions in different parts of the world. Through our own journeys, we arrived at a similar place in our lives, giving us a chance to approach this book from multiple perspectives — from the perspective of a business executive who has climbed the success ladder in several major corporations across geographies, industries and sectors, and from the perspective of a mental health professional, who has transformed compassion fatigue and burnout into positive energy and engagement.

Based on hundreds of responses we received from our survey at stressofsuccess.com, and through countless discussions, formal worldwide survey, research reviews and brainstorming sessions, we decided to pool our knowledge and experiences into this book.

This book was also written from hard-won gains from our own “hero’s journey”. It is our intention to pass the benefits of this journey on to you.
PREFACE

We are experiencing one of the most unpredictable times in human history. Never before has there been such a barrage of macro changes impacting every aspect of our lives at such dizzying speed: the bits and bytes of virtual reality, the images and façades of social media, fake news, misinformation, acts of terror, environmental calamities and socio-cultural disintegration. The world many of us knew is no longer. Our sense of stability is slipping away.

As a result, we are becoming increasingly anxious, mistrustful and insecure about who we are as individuals, with our families, in our workplace and as members of society. We mistrust those who appear different from us and attempt to marginalise them socially, emotionally and economically. We begin to ignore the angels of our better nature in favour of the tribal drums of nationalism and isolationism that beat louder and louder. We give in to our more primitive urges for power, greed and dominance, not realising they are symptoms of a more basic inner discontent. We begin to revert to our basic survival instincts, to promote our self-interest above all.

Enoughless is a term we devised to describe this inner discontent. The pervasive, persistent and corrosive sense of not feeling good enough about who we are feeds our hunger for more: more money, more possessions, more security, more recognition, influence and

“Greed is a bottomless pit which exhausts the person in an endless effort to satisfy the need without ever reaching satisfaction.”

Erich Fromm
admiration. It is both a personal and collective schema, or mindset, of scarcity, competition, need and addiction which pervades and influences our perception, motivation, thoughts, emotions, behaviour, communication and relationships. It perpetuates a survival or a competitive approach to living our lives individually, in work teams, in communities, as nations, religions and races.

Unfortunately, Enoughless is a need-satisfying quest that can never find authentic fulfilment. No amount of money, possessions, security, recognition, influence or admiration can fill this kind of emptiness inside.

As part of our research, we discovered that many people from nearly every walk of life across every culture, race and ethnicity share this basic sense of Enoughless; many of the most successful leaders and professionals suffer from the regret they feel at having sacrificed their physical and emotional health, their relationships with family and friends in their pursuit of the “need to succeed.” It is a 21st-century affliction of humanity, this experience that we as individuals are flawed, lacking, or, in some fundamental way, not (good) enough.

*You Are Good Enough!* is your step-by-step manual for confronting the Counterfeit Image of who you believed you should be based on the expectations of your parents, teachers, peers and society. It is your liberation, your guide along a Hero’s Journey from Enoughless to Enoughness. The desired state of Enoughness is the person you naturally, truly are.

It emerges when you are honest in your thoughts and feelings and authentic in your relationships with yourself and others. At the heart of Enoughness is a vital energy, a passion for living that often becomes submerged in the stress and fatigue of Enoughless. As the foundation for a strong, secure sense of self and an enduring sense of purpose in your life and work, it is reflected in your values and how you take care of yourself and treat others.

We invite you to join us on a transformative journey that will empower you to live to the fullest by re-discovering and embracing your inherent worthiness. If you are open, curious and adventurous, this could be the greatest journey of your life. Let us be your guides. Give yourself permission to not only read the words but listen to your intuition. Allow yourself to absorb the energy and information. We guarantee you that by the end of this book, you will recognise that you are, have been, and will always be good enough.
INTRODUCTION

The great mission of our day is not conquering the sea or space, disease or tyranny. The grand quest which calls to the hero in every one of us is to become fully alive—to stand up and claim our birthright, which is inner freedom, love and radiant purpose. By fulfilling this, we transform the world.

Jacob Nordby, author

TOP 5 REGRETS OF THE DYING

Bonnie Ware is an Australian nurse who spent a number of years working in palliative care, providing care for patients in the last 12 weeks of their lives during which time she wrote about their dying epiphanies in a blog called Inspiration and Chai. These insights were so recognised and well-received she wrote a book called *The Top Five Regrets of the Dying: A Life Transformed by the Dearly Departing*. The following are their regrets.

1. I wish I’d had the courage to live a life true to myself, not the life others expected of me.
2. I wish I hadn’t worked so hard.
3. I wish I’d had the courage to express my feelings.
4. I wish I had stayed in touch with my friends.
5. I wish that I had let myself be happier.

These regrets are so poignant and powerful because they point directly to the inconvenient truth most people want to avoid like taxes; we can get so caught up in the single-minded “need to succeed” that we become oblivious to the reality of losing what is truly important until it is too late. Why does it require facing down death before we find the courage to take stock of who we really are and the life we are living before we courageously take action and make a change?
TOP 5 REGRETS OF THE SUCCESSFUL

In researching this book on the consequences many of us experience in our pursuit of success, we believe there are similar regrets that we experience as we reach a stage in our lives when we begin to look back on how we actually spent our time and energy, and many of us do so with a growing sense of regret rather than fulfilment. It is only then we recognise the personal price we paid in our health, our relationships with others — especially family and missed opportunities for personal growth — that all of our “success” did not actually bring us the happiness and well-being we really wanted.

The top 5 regrets of successful people as compiled from hundreds of responses from around the world on our survey at: www.stressofsuccess.com were actually uncannily similar to the top 5 regrets of the dying. They are:

1. I wish I had spent more quality time with family.
2. I wish I had valued relationships over results.
3. I wish I had taken care of my physical and psychological health.
4. I wish I had the courage to be who I really am.
5. I wish I had found more meaning in my life.

I WILL GET TO IT AS SOON AS I AM (MORE) SUCCESSFUL

These regrets are surprising because, unlike the regrets of the dying, these successful people have every opportunity to eliminate their list of regrets! What stops them from immediately acting on these priorities, before they too start experiencing the same sorrows as those in the “top 5 regrets of the dying”?

For that matter, what is stopping the rest of us? It is worth remembering that this “I will get to it as soon as I am successful” dilemma is by no means limited to this group.

The skewed definition of success — with so many of us running after more money, more possessions, more security, more status — and the belief that it will “someday” (that mythical day between Sunday and Monday) bring fulfilment and happiness has led us towards living a life away from the person we sense and feel we actually are deep in our hearts.

Almost anyone who is experiencing an intense and persistent need to succeed — in however they define success — to the extent that it is costing them more in terms of their personal worth than in what their net worth actually delivers, is suffering from this relentless pursuit; and this eventually leads to the realisation that no matter how much I succeed, I still don’t feel good enough about who I am as a person.
This book was written to be your guide in helping you reclaim feeling good enough about who you are as a person, an individual, a human being; to become more of who you already are — your true, real self or what we call your “Authentic Self”.

Unlike many self-help books that try to address complex problems (and often just the manifestations or symptoms of the problem) by offering generalised explanations and solutions like “time management”, “work-life balance”, “relaxation”, etc., this book identifies the underlying root problem of Enoughless, and then offers a formal, structured framework to transform away from the problem to a desired state of Enoughness.

The value proposition of the book lies in its unique hybrid of a Business-Psychological approach towards framing, accepting, understanding and solving the current, real-life problem of Enoughless for a diverse audience. Depending on the reader’s interests, objectives and incitement, one may approach this book from two key angles:

- Business and Economics perspective, characterised by one’s career growth and success, career choices and progression, work-life balance etc.; or,
- Social and Psychological perspective, characterised by individual and personal growth, social and psychological development drawing upon multiple psychological perspectives and research.

To get the most from this book, we encourage you to read it slowly from beginning to end. It is not a big book, but it is packed with many different levels of insights. Begin reading with the conscious intention of getting the most “in-sight” that you can. Imagine that you are
taking your own hero’s journey into your mind and heart to discover everything that you can about the person you really are. Feel free to read each section more than once — as your perception changes, so will your understanding of the words you are reading.

Read the words with an “open attention”. We tend to be very selective in what we attend to and how we attend to it; and, as the old saying goes: “We don't see what we look at, we see what we look for.” Some of the greatest insights we achieve are the ones that are right in front of us. Be open, be curious, do your best not to pre-judge an idea before you “try it on”.

Next, to the very best of your ability, allow yourself to be open to your feelings, your emotions, your sensations and your intuition as you are reading.

Most often, the insights we are searching for do not go through the front door of our conscious mind; they sneak through the back door of our feelings, sensations and intuition. As you are reading, when you notice yourself getting tense, or can feel your breathing become restricted, when you feel butterflies in your stomach or a tugging in your heart; pause, look and listen to what these “sense-feelings” are trying to tell you.

Finally, if you really want to get the most from this book, then keep a journal as you read it. Allow yourself to freely explore and express whatever it is you are experiencing in the moment. Empower your pen (or keyboard) to honestly express all that your heart and mind want to say. This one little effort on your part will yield tremendous insights and benefits.

This book is written in four main sections: **Enoughless, The Opportunity Cost of Enoughless, Transformation to Enoughness and Experiencing Enoughness**. Each of these sections contains several chapters that are written to introduce a series of concepts that will provide the building blocks for a transformation in your perception.

SECTION I: ENOUGHLESS
In this first section we offer our definition of Enoughless, how it develops and becomes so ingrained into our minds that we hardly ever stop to think about it. Even the word itself, “Enoughless”, gives us a feeling about this subtle yet pervasive mindset that deeply influences how we live our lives collectively and individually.

We will define Enoughless as “a pervasive, enduring and corrosive sense of not feeling good enough” about who we are that becomes the driving force behind the ever-pressing “need to succeed.” In fact, Enoughless can be seen as a kind of psychological addiction that continually drives our need for more; more money, more security, more admiration, more power, etc. The less I feel good enough about who I am as a person, the more I feel an urgent need to compensate with all of the external signs that I am successful.

In this section, you will also learn how Enoughless develops from those painful experiences in our childhood when our authentic need for safety, security, belonging and love were often unfulfilled or frustrated by those we most wanted to please, leaving us feeling wrong, flawed, defective or in some other way, not good enough. In an effort to compensate for these feelings, we develop a fabricated, ideal version of ourselves and try to convince ourselves and others that this is who we really are. This false image, our “counterfeit self” is created and sustained by an unconscious mind-set or belief system that in Cognitive Psychology is called a “schema”.

HOW TO GET THE MOST FROM READING THIS BOOK
We finish this section by describing what we believe to be one of the unique contributions of this book; the “Enoughless Schema”. The Enoughless Schema is a deeply held and often hidden belief that, from our research, is prevalent among those of us who are driven to succeed. We define the Enoughless Schema as: the belief that one’s Authentic Self is fundamentally flawed, unworthy or not good enough, activating a compulsive need to succeed i.e., to prove our value to ourselves and others, resulting in a progressive erosion of vitality, positivity, creativity and purpose in one’s work and relationship with self and others.

SECTION II: THE OPPORTUNITY COST OF ENOUGHLESS
In section two we explore the “opportunity cost” of Enoughless. Opportunity cost is an economic term that refers to the “benefit that a person could have received, but gave up, to take another course of action.”\(^1\) In our use of opportunity cost, we are referring to the benefits of physical and psychological well-being that we so often sacrifice as we relentlessly pursue the “spectre of success.”

In the first chapter, we explain how this cost takes form at both the individual and the macro-economic levels, illustrating how interdependent we really are. The consequences of Enoughless can negatively impact an organisation, economy or even a nation as much as it impacts us individually.

The next four chapters describe the consequences that occur as our personal enoughless progresses: anxious fatigue, toxic negativity, mindlessness and loss of purpose. Each of these consequences is the result of a progressively deteriorating sense of authenticity as we pursue our skewed idea of what it means to be successful. In other words, we pursue a “counterfeit” identity away from our sense of core values to fit the mould of a “successful” person, who we think we should be.

We describe what each of these consequences are, how they develop and the impact they have on our physical and psychological health.

Throughout the book, we utilise numerous case examples developed from actual clients to illustrate these concepts and how they affect real people in real life situations. Some of these case examples will be extended into the third section to demonstrate how applying principles of transformation can free us from our psychological addiction.

SECTION III: TRANSFORMATION TO ENOUGHNESS
Section three is where the core of our message is developed and elucidated: that who we are, who we have always been in our heart of hearts — when we are true to ourselves — is, has been and will always be, good enough.

The concept of Enoughness can be difficult to accept because we are convinced that security, significance and abundance can only be obtained by having more; more money, more possessions, more power and influence, by being better than others, by getting noticed, outshining the competition, getting more recognition for our accomplishments and by being seen as special. Enoughness flies in the face of this deeply held and shared belief.

Enoughness is an embodiment of our inherent worthiness and value. Enoughness is who we are, not what we do. As we open ourselves to who we truly are, we discover our strengths, talents and passion that we can use to create the authentically empowered and truly successful life we really want. Enoughness is a basic truth from which this book was written.

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\(^1\) [https://www.investopedia.com/terms/o/opportunitycost.asp](https://www.investopedia.com/terms/o/opportunitycost.asp)
In chapter 10, we describe “The Roadmap toEnoughness”. At the beginning of this roadmap is what we call the Enoughness Choice Point, the point at which we form the clear intention to embark on the hero’s journey to discover our true nature. The choice to pursue a path of authenticity is definitely the road less travelled and leads to a tipping point. This tipping point is a shift of perception; a fundamental change in the way in which we perceive ourselves, our work, our relationships and our lives. It requires us to embrace three principles of transformation: courageous self-honesty, accepting personal responsibility and authentic self-expression.

We believe these principles are some of the most powerful transformative tools available today. In the following three chapters we describe and demonstrate through case examples how practising each of these principles can make positive, lasting changes in ourselves, our work and our lives — from finding the courage to see and accept ourselves as we are, to speaking and living our truth loudly and clearly. Each of these principles when practised with conscious intent will reanimate that person who is already living inside each of us.

SECTION IV: EXPERIENCING ENOUGHNESS

We begin this section by asking: “What would it be like to experience Enoughness? What would it feel like to know deep in your heart that who you are as a person is always, always good enough? How would you perceive yourself, your work, your relationships with others, your purpose and meaning in life when you hold a deep, unshakeable awareness in your heart that your personal sense of self is safe, stable and secure?

Can you sense the quiet, calm confidence that’s always present in your heart and mind? Can you feel the fun and adventure of looking forward to another day where you can fully engage in what you love doing? Can you visualise yourself inspiring others with your hope, optimism and encouragement? What would it take to embrace transformative change, to have a shift of perspective from Enoughless to Enoughness?”

This chapter will take you on a journey as a hero who has made a subtle, yet profound change, in how you perceive yourself in relation to your work, your co-workers, your primary family relationships and even your sense of purpose. Shifting your perspective changes everything. Rather than being held prisoner to the need to succeed, you have embraced and embodied the realisation that who you are is already, without question, (good) enough.

The last chapter is our conclusion and an invitation for you to embark on your own hero’s journey of adventure and discovery. We briefly summarise Joseph Campbell’s epic monomyth — where the hero is an ordinary person who accepts the call to adventure to a region of “supernatural wonder” where fabulous forces are encountered and a decisive victory is won — as a guide for your own journey, from the call to adventure, through the initiation and finally to transformation. Utilising the data we received from the world-wide survey, we highlight the voices of others who are also on their journeys.

CONCLUSION: THE HERO’S JOURNEY

We invite you to join us on a “hero’s journey”, through the inner landscape of your heart and mind. At its essence, the hero’s journey is about transformation. The journey requires us to make a shift of perception from our ordinary, mostly automatic way of perceiving ourselves, our work and our relationships with others to a more conscious, mindful one.
This transformation is usually accomplished in stages. Each stage of the journey must be passed successfully if we are to become a hero. To turn back at any stage is to reject the call to adventure of self-discovery.

Similar to Joseph Campbell’s monomyth, this journey of adventure and discovery requires an open curious mind to look deeply inside, to see the truth of who you really are. It also requires the willingness to explore different parts of yourself; some of which you may be very pleased with, some you may not be familiar with and still others you may rather not acknowledge.

Most of all, it will require the courage of a hero to depart from the comfort and familiarity of everyday perception into a world very few dare to enter. We invite you into this new world.